

Inclusive Practices Reflecting, Adjusting, and Moving Forward

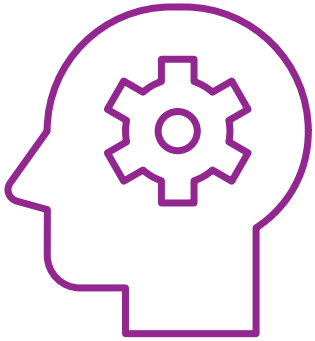
Session 3

Agenda

1. Review Pre-Session Activities
2. Secure Small Wins (Framework Step 6)
3. Reflect, Analyze, Adjust (Framework Step 7)
4. Set the Norm (Framework Step 8)
5. Wrap Up and What's Next



Objectives for Today



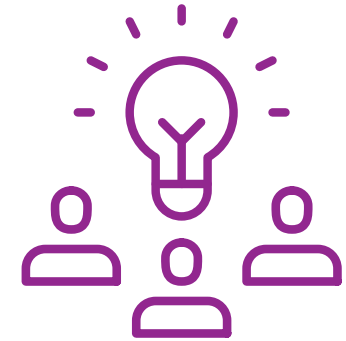
Understand

Understand the importance of securing small wins while implementing action plans.



Define

Define critical elements of the reflection process.



Identify

Identify methods for ensuring that inclusive practices become the norm.

Engagement Tools



Engagement
Guide



Chat Box



Resource



Note and
Discuss



Poll

Inclusive Practices Framework



**Establish Need
for Change**



**Gather Guiding
Team**



Create a Vision



**Share the
Vision**



Take Action



**Secure Small
Wins**



**Reflect,
Analyze, Adjust**



Set the Norm

Review: Pre-Session Activities

Last session, we started working on creating an Inclusive Practices Vision Statement, independently or in teams.

For this session, you should have completed your:

1. [Assessing Inclusive Practices Template](#)
2. [Inclusive Action Plan Template](#)

Chat Box Discussion . . .



How did the findings from your Assessing Inclusive Practices Template align with your Vision Statement?

Reflect on the process of creating your Inclusive Action Plan.

- *What went well?*
- *What are your next steps in the process?*

Inclusive Practices Framework: Secure Small Wins



Step 6: Secure Small Wins: Why?

Tips	Ideas
It helps to motivate, inspire, and relieve stress within you and your team.	<ul style="list-style-type: none">■ Build empathy and appreciation into your culture.
Our productivity is improved when it is recognized.	<ul style="list-style-type: none">■ Take time to pause and reflect on successes during challenging times.
We perform best when we feel confident and comfortable.	<ul style="list-style-type: none">■ Help colleagues feel connected to their work and value what they bring to the team.

Step 6: Secure Small Wins: How?

Tips	Ideas
Identify the small wins you want to celebrate with your team.	<ul style="list-style-type: none">▪ Log everything along the way so you don't miss the small wins you can celebrate.▪ Spotlight these wins during meetings with the team.
Make sure teams know the wins that are happening.	<ul style="list-style-type: none">▪ Share stories of accomplishments.▪ Send shout-outs to team members.▪ Write thank-you notes.
Think of ways to celebrate the small wins along the way.	<ul style="list-style-type: none">▪ Treat team or yourself to lunch.▪ Give gift cards or district/school swag (e.g., t-shirts, mugs, pencils).

Chat Box Discussion . . .



What would small wins look like in your district, school, or classroom?

Inclusive Practices Framework: Reflect, Analyze, Adjust



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Step 7: Reflect

Reflect on the implementation of your action plan:

- How do you feel about the vision and the efforts that have been made to achieve it?
- What has been your level of commitment to the vision and process?
- What have you observed about the level of commitment in others?
- What can be done to address discrepancies in the plan vs. reality?

Step 7: Reflect

Reflect	Ideas
Vision and effort	<ul style="list-style-type: none">✓ On track: Continue the plan and highlight the small wins!✗ Challenges/Roadblocks: What adjustments are needed to the vision or current efforts to achieve it?
Level of commitment from yourself	<ul style="list-style-type: none">✓ On track: Keep up the commitment and reflect on what you've done.✗ Challenges/Roadblocks: What commitments can you make to yourself to move efforts forward?
Level of commitment from others	<ul style="list-style-type: none">✓ On track: Keep encouraging the team and reflect on what they have done.✗ Challenges/Roadblocks: What commitments do you need from your team to move efforts forward?
Addressing discrepancies in plan	<ul style="list-style-type: none">✓ On track: Highlight the small wins!✗ Challenges/Roadblocks: What part of the plan needs revisions now that you have had some time for reflection and feedback?



Step 7: Analyze

Reflect on your action plan:

- What events or outcomes have occurred that will require adjustments to address?
- Who will be responsible for making the identified adjustments?
- What additional information or resources are necessary to make those adjustments?
- Who will be responsible for securing those resources and information?

Step 7: Analyze

Analyze	Ideas
Events and Outcomes	<ul style="list-style-type: none">▪ Student Schedules▪ Staff Schedules▪ Staffing Support▪ Barriers to Implementation from Staff or Parents
Identified Adjustments	<ul style="list-style-type: none">▪ Inclusive Practices Team▪ Principal▪ Teachers
Information and Resources	<ul style="list-style-type: none">▪ Additional Training or Consultation▪ Review of Schedules and Caseloads▪ Data Collection Methods
Responsible Team Members	<ul style="list-style-type: none">▪ Identify Stakeholders▪ Establish Roles and Responsibilities

Step 7: Adjust



Discussion Question . . .



What would cause you to adjust your action plan?

Inclusive Practices Framework: Take Action



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Set the Norm

Set the Norm: Move from Theory to Practice

Theory	Practice
Inclusive Language	<ul style="list-style-type: none">Teachers use inclusive language “our students” vs. “my/your students.”
Inclusive School Community	<ul style="list-style-type: none">Students with diverse needs are educated throughout the school, including academics, specials / extracurricular activities, and school events.
Meaningful Access	<ul style="list-style-type: none">All students participate meaningfully in curriculum and instruction based on their ability level. Accommodations are provided for accessibility to grade-level content, and modifications are made only when necessary.

Set the Norm: Move from Theory to Practice (cont.)

Theory	Practice
Accessibility	<ul style="list-style-type: none">▪ A range of accommodations are offered to all learners based on their individual needs.
Inclusive Instructional Strategies	<ul style="list-style-type: none">▪ All teachers work to ensure effective instructional strategies are implemented to support all learners.
Collaboration and Co-plan/Co-teach	<ul style="list-style-type: none">▪ Educators (special and general education) co-plan, co-teach, or collaborate with support staff and related service providers.

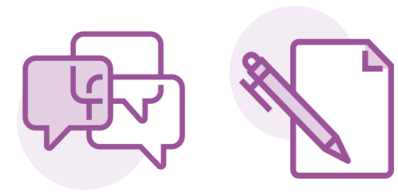
Poll Question ...



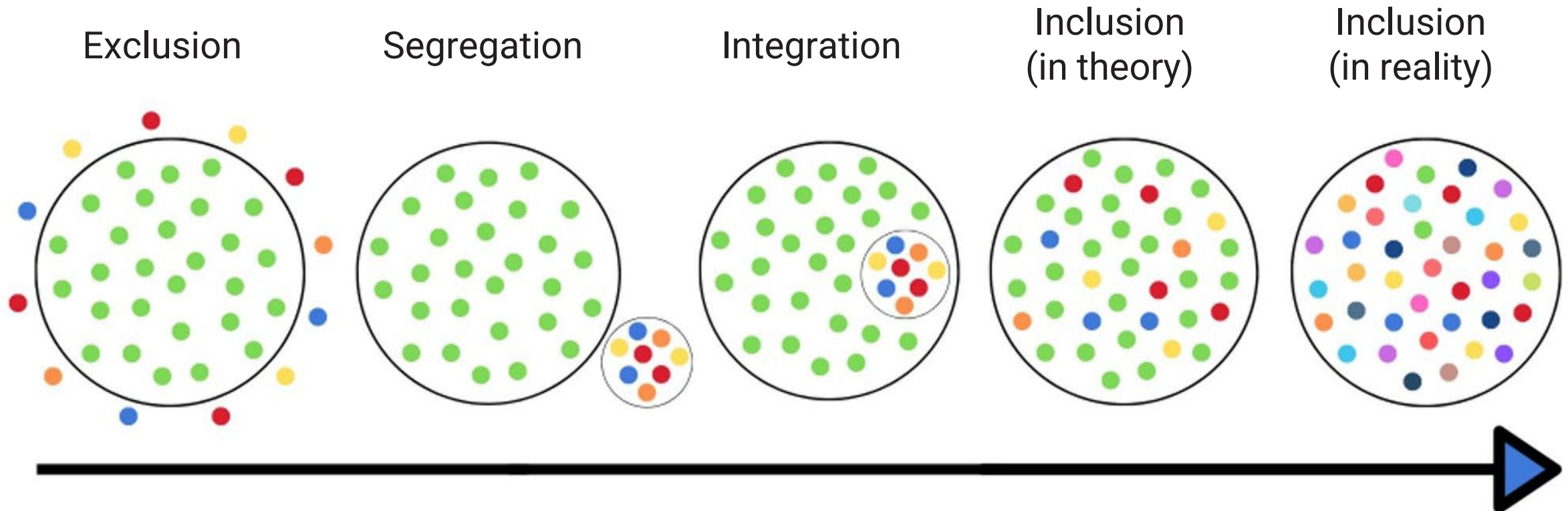
Which practice do you feel most confident implementing in your school/classroom?

- A. Inclusive language
- B. Inclusive school community
- C. Meaningful access
- D. Accessibility
- E. Collaboration
- F. Inclusive instructional strategies

The Evolution of Inclusion



Where are you on this continuum now? What's the next step?



Long Story Short . . . Growth Mindset Applies to Us Too

Instead of . . . (Fixed Mindset)	Try . . . (Growth Mindset)
I'm not ready to implement inclusive practices.	How can I get myself ready to implement inclusive practices?
Students cannot be in the general education classroom; they are too far behind.	How can I provide appropriate accommodations to allow students to access the curriculum in the general education setting?
I don't have time to collaborate or co-plan with staff.	What collaborative structures would work best for me right now with the time I have?



“ ”

Long Story Short . . . Growth Mindset Applies to Us Too

“If you change the way you look at things, the things you look at change.”

- Wayne Dyer, author

Reflection Question



Where will you need to have a growth mindset in developing inclusive practices in your school or classroom?

Bringing It All Together



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Set the Norm



Framework Step #1

Establish the Need for Change

What would indicate a need to establish change in your classroom, school, or district?



Framework Step #2

Gather a Guiding Team

Why is it important to have a team supporting this work?



Framework Steps #3 and 4

Create and Share Your Vision

How does creating a vision support the implementation of inclusive practices?



Framework Steps #5

Take Action

Why is assessing your current practices important to do *before* writing your action plan?



Framework Steps #6

Secure Small Wins

Why is it important to secure small wins along the way?



Framework Steps #7

Reflect, Analyze, Adjust

How many times should you reflect, analyze, and adjust as part of this process?



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“The way society thinks about disability needs to evolve, as too many people think of disability as something to loathe or fear.

By recognizing how people with disabilities enrich our communities, we can all be empowered to make sure people with disabilities are included.”

- Judy Heumann, disability rights activist and author

Final Q&A

